

International Livestock Research Institute

Compensation and benefits
Nationally recruited staff in Addis Ababa, Ethiopia

Product/service information



People and Organizational
Development

ILRI People and Organizational Development passionately manage the design and implementation of programs, policies and processes resulting in competitive and equitable rewards for all employees in line with ILRI's remuneration and benefits philosophy

Medical benefits

Overview

The ILRI medicals scheme for nationally recruited staff (NRS) in Ethiopia is provided by Cigna. Benefits are applicable to staff, spouse and up to four children. Medical insurance coverage through Cigna for graduate fellows and local consultants is limited to the individuals themselves. Temporary staff have workmen compensation coverage through Awash Insurance Company, 80% of which are covered by the program/unit and 20% by the temporary staff.

Benefits

- Inpatient per family/year—USD 3000
- Outpatient per family/year—USD 2000
- Hospitalization on medical evacuation—USD 7000
- Transportation on medical evacuation—USD 1000

The medical cost is covered up to 90% in contracted hospitals (which have a credit facility with the scheme) and 80% in other preferred hospitals.

Optical

- USD 100 per annum.

Unspent balance of the previous calendar year shall be carried over to the following year. This applies to staff only.

Contracted hospitals

- Saint Yared General Hospital—
Rahel Kebede and Sr Negede Hailu
0116-461031/454718

- Saint Gabriel General Hospital—
Tilahun Alemu and Yonas Dagne—0116
187345/57/59.
- Betezatha General Hospital and
Betezatha Higher Clinic-Mr Fasil—
0115-514141 and Ismail Mohammed
and Yonathan Mekuria—0115 540013
- BRASS Maternity and Children
Hospital—Tesfaye Tezazu—0116
620094/0116 636854/636855
- Addis Maternity and Child Hospital—
Ermias Amerga —0111 245345/48

Medical cover registration documents required

- Completed claim form
- Original medical receipts
- Medical prescription
- For hospitalization: diagnosis, admission and discharge date
- Marriage certificate and birth certificate of children

In case of an accident: report the circumstances on the form provided by People and Organizational Development directorate.

Life insurance benefit

Overview

The life insurance benefit is provided by Cigna and covers staff only.

Death benefit

Five years salary is paid to beneficiaries if an employee dies due to illness or natural causes.

Requirements

- *Death certificate*

Accidental death and dismemberment benefit (AD&D)

Eight years salary is paid to beneficiaries upon the death of a staff member due to an accident.

Long-term disability benefit

- 60% of monthly salary after 181 days of disability.
- Benefits for partial disability are determined based on the level of the disability.

Leave benefits

- **Annual leave:** 2.5 days per month for 30 working days per annum. No more than 20 days can be carried over a new year.
- **Maternity leave:** 90 days i.e. 30 days prenatal and 60 days post-natal and flexi time of four weeks upon consent of supervisor. Immediate submission of birth certificate is required for insurance coverage.
- **Paternity leave:** 10 working days.
- **Sick leave:** 30 days per year. A maximum of 180 continuous sick leave days can be accumulated to use the long-term disability benefit.
- **Study leave:** Five working days per year.
- **Family event leave:** Five working days per annum to get married or to attend to serious illness or death of a family member: parent; parent-in-law, brother, sister, authorized dependents and spouse.

Offshore pension scheme

- ILRI contributes 12.5% of base salary.
- Employees may voluntarily contribute up to 25% of their base salary to the pension scheme.

Other benefits

Crèche

Day care: ILRI provides a well-furnished Tukul, offering a play, sleep and resting area for children. The children at the facility are accompanied by their nannies working with parents who are ILRI staff or ILRI-associated staff.

Recreation facilities

- The Zebu Club offers a swimming pool, tennis, squash and gymnasium, among other recreational facilities.
- Campus cafeteria provides meals at reasonable prices to staff.

Gifts: Cash vouchers

- USD 150: For marriage and after birth of child (up to four children). Marriage and birth certificates should be submitted for immediate coverage in the insurance scheme.
- USD 100: For farewell party for staff who have served for more than three years.
- USD 250: Support in case of death to cover burial-related costs (for staff and dependents in the scheme).



Patron: Professor Peter C Doherty AC, FAA, FRS

Animal scientist, Nobel Prize Laureate for Physiology or Medicine–1996

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better lives through livestock

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ILRI has offices in East Africa • South Asia • Southeast and East Asia • Southern Africa • West Africa



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